

## **Health Workforce Advisory Committee Meeting Notes August 17, 2004**

### **I. Introduction Status/Update Health Workforce Advisory Committee**

Rene Cabral-Daniels provided a brief summation of history of the Health Workforce Advisory Committee. If anyone did not receive minutes, etc. from past meeting, this information is available upon request.

### **II. Committee Members/Representatives**

Participants included:

Rene Cabral-Daniels, Virginia Department of Health  
Norma Marrin, Virginia Department of Health  
Lilia Mayer, Virginia Department of Health  
Shelia Fitzgerald, Virginia Department of Health  
Karen E. Reed, Virginia Department of Health  
Sheila Grissom, Virginia Health Care Foundation  
Joan Hedgecock, American Medical Student Association  
Tony Lawson, Graduate Medical Education Committee  
Diana Thorpe, Department of Medical Assistance Services  
Cecilia Barbour, Virginia Public Health Association  
P.J. Maddox, George Mason University  
Karin Guye, Virginia Primary Care Association  
Dixie Tooke-Rawlins, Edward Via School of Osteopathic Medicine  
John Overton, Edward Via School of Osteopathic Medicine

### **III. Health Workforce Issues Panel Presentations**

Dr. P. J. Maddox, Director, Office of Research, George Mason University, provided a detailed presentation of a comparative analysis of Health Workforce Trends – Virginia and United States

Dr. Dixie Tooke-Rawlins, Dean, Edward Via School of Osteopathic Medicine provided a detailed presentation of the Physician and Dentist Health Work Force from a National and Regional Perspective.

Tony Lawson, Directors, Southwest Graduate Medical Education Consortium, provided comprehensive information regarding the Ratio of Primary Care Providers to Population Service Area of the Southwest Virginia Graduate Medical Education Consortium. Additional information and handouts regarding recruitment and retention efforts was provided.

Diana Thorpe, Director, Long Term Care Division, Department of Medical Assistance Services, provided a detailed Summary of the Systems Change Grant – Demonstration to Improve the Direct Service Community Workforce.

**IV. VDH Health Care Workforce Initiatives Panel Presentations**

Lilia Mayer, Ed. M, Policy Analyst, Office of Health Policy and Planning, Shortage Designations, presented an abbreviated review of the Shortage Designation Process.

Norma Marrin, Business Manager/Policy Analyst, Office of Health Policy and Planning, presented an abbreviated review of the Scholarship and Loan Repayment Program.

Karen E. Reed, M.A., Recruitment Manager, Office of Health Policy and Planning, Recruitment and Retention Services, (was unable to present due to time constraints). However, participants were directed to review the power point handout and review Recruitment and Retention Brochure included in the folders.)

**V. Discussion/Suggested Future Activities Discussion**

Group members were informed of the following:

- HWAC folder included a “Draft” copy of VDH, OHPP “Primary Care Workforce and Health Access Initiatives Annual Report.” Final draft will be posted on OHPP’s website.
- Power Point presentations will be included on websites along with draft of minutes.

The group member suggestions included the following:

1. Consideration of possible tax changes relating to consequences of scholarship/loan awards.
2. Consider reinstating Scholarship program with different criteria. Such as: award in 4<sup>th</sup> year or make award contingent upon completion of VA residency.
3. Consider reducing the # of hours required to work from 40 hours per week to 36 or 32 hours.
4. Consider pursuing RWJ to commit matching dollars for loan repayment.
5. Consider approaching Dental Association for one time seed money.
6. Consider increasing loan repayment amounts and reduce the number of loan repayment recipients.
7. Consider requesting funding for nursing loan repayment program - long term care.
8. Consider redefining VMUA in order to have greater control over placements of scholars and loan repayment recipients.
9. Consider reviewing and endorsing SCHEV report recommendations.
10. Emphasize in remedies that fix must reflect community.
11. Consider opportunities for post grad work in rural areas.
12. Consider requesting state funds for rural residency.
13. Consider creating state enterprise zones.
14. Consider creating liability incentives for getting rural specialist liability protection.
15. Consider exploring the use of shared specialties – study option – training option.
16. Consider creating a model for all health professions to work together with a hospital. Demonstrate the process. Consider asking RWJ for funding. Look at LRP, Nursing, Economics. (consider expanding on one-GMEC community)

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Group members in attendance were informed that their suggestions for future activities would be made available to the entire committee for ranking of importance to act upon. Therefore, all members are asked to complete and return the attached list indicating the top five areas that need to be addressed. Your response should be received by OHPP no later than September 15, 2004. You may respond by fax to 804-864-7440 or by email to [Karen.Reed@vdh.virginia.gov](mailto:Karen.Reed@vdh.virginia.gov) or by U.S. mail to 109 Governor Street, Suite 1016 East, Richmond, Virginia 23219.